**Dear Friends,**

Thank you very much for submitting your application for a position in our Barefoot Lawyers Project. We have received around 300 applications for various positions. We do appreciate your interest and time for that. However, we have found that most of the applicants for the position of Team Leader and Cluster Coordinator not fulfilling the basic requirements.

**For Example -**

**Requirements for Team Leader Position** –

a. Must be post-graduate with minimum 5 years proven experience in senior management of rights-based and women’s empowerment projects in remote rural areas

b. Must have excellent reporting, documentation, written and oral communication and presentation skills in Odia, English, and Hindi

f. Must have good understanding of and analytical ability on gender, justice, poverty, inclusion & development issues especially on rights of SC & ST women

**Requirements for Cluster Coordination Position:**

a. Post-graduate with min 3 years experience in senior or middle management of rights-based and women empowerment projects in remote rural areas

b. Must have excellent reporting, documentation, written and oral communication and presentation skill in Odia, English and Hindi

f. Must have good understanding and analytical ability on gender, justice, poverty, inclusion & development issues, especially on rights of SC & ST women

Being the implementing organization, we are fully committed to serve the best interest of the project and ensure maximum benefits to the targeted scheduled caste and scheduled tribe women and their families in 90 remote villages in Nuapada District through their legal empowerment, protection of rights/ entitlements and ensuring access to government services/schemes/programs. We are accountable for quality implementation of the project actions and achieving desired outcomes through capacity building and engagement of beneficiaries and other stakeholders within stipulated time period of the project. We have categorically mentioned in the job details that **“*Because this project will be primarily working with women, we are especially interested in appointing female staff to all posts****. However, applications from suitably qualified men will also be welcome”.* The project has the commitment to appoint female staffs with relevant qualifications, experiences and skills suitable for different positions.

We have found that maximum applications have come from persons having experience in corporate / private sector and they are interested to build up career in that sector and submitted the applications without going through the eligibility criteria (not all) of the advertised positions for our Barefoot Lawyers Project. They do not fulfill the basic requirements for the positions (even have no experience in NGO / Development sector) and have not been sort listed for the position(s) applied in our Barefoot Lawyers Project.

We are very much thankful to the applicants from NGO / Development Sector, especially to the female applicants, for showing interest to work for legal empowerment of Scheduled Caste and Scheduled Tribe Women in remote villages in Nuapada District. As per project mandate, we have given preference to the suitable women candidates in the sort listing process. We have specifically considered the experiences in **women empowerment and rights based projects**, good understanding and **analytical ability on gender, justice, poverty, inclusion & development issues** and most importantly the **Excellent Writing Skill in English** for Team Leader and Cluster Coordinator Positions.

For One Position of Project Assistant / Accountant in Barefoot Lawyers Project we have received around 100 applications. We are sort listing the applications. The list of sort listed candidates will be published shortly.

For Project / Field Level Facilitator Positions, we have given first preference to the most suitable local area women candidates, especially belonging to SC & ST Communities, who are fulfilling the needs of the Project.

**Once again Thank You Very Much to All of You for Your Cooperation and Patience**

**Management**

**CHALE CHALO**

**Bhubaneswar, Odisha**

**19.06.2015**